**EUROMED RIGHTS WORKING GROUPS**

**CALL FOR PARTICIPATION 2015**

**GENERAL CRITERIA FOR THE SELECTION OF CANDIDATES**

**FOR MEMBERSHIP OF THE EUROMED RIGHTS WORKING GROUPS**

**1. Diversity**

In order for the Working Groups to truly reflect EuroMed Rights’ membership and to secure diversity in their membership, priorities will be given to following criteria:

**1.a Gender**

Following EuroMed Rights’ strategy of gender mainstreaming, the selection of members will aim at securing a gender balance in each Working Group.

**1.b Geography**

Following EuroMed Rights’ strategy of ensuring a geographical diversity in its bodies, the selection of members to each Working Group will aim at securing a geographical balance between the North and the South (Europe and the Partner countries) as well as between the Mashrek and the Maghreb.

**1.c Age**

In order to bring more young people into EuroMed Rights, the selection of candidates will seek to balance between participants younger than 30, between 30-50 and above 50.

**2. Experience**

In order for the Working Groups to become pools of expertise in their respective fields, it is essential that member organisations and their representatives bring relevant proven experience into the Working Groups.

**2.a Experience of the organisation in relation to the WG’s thematic**

Proven experience of working on the thematic of the WG within the last three years will be given priority.

**2.b Experience of the organisation in relation to work in the Euro-Med region**

Experience from regional or national work in relation to the Euro-Med region will be weighted.

**2.c Experience of the representative in relation to the thematic of the WG**

Proven knowledge, be it theoretical or practical, of the topic of the Working Group will be prioritised. Or if the representative does not have such knowledge, but is in charge of the subject area of the Working Group at the organisation he/she represents.

**2.d Experience of the representative with work in the Euro-Med region**

The representative’s experience from regional or national work in relation to the Euro-med region will be weighted.

**3. Links between the organisation and the WG**

In order to ensure synergies between the WGs and member organisations it is important that the organization benefits directly from being part of the WG and that the WGs benefit from the member organisations.

**4. Expected contribution to the Working Group**

In order for the WG to be(come) a regional forum of exchange of information and joint work, it is important that both the members of the WG as well as the organisations they represent are committed to allocating time and human resources to the work of the WG.

It is equally important that the communication, information sharing and cooperation between the member organisations and the WG function in order to increase the benefit and the outreach of the work of the WGs.

**4.1 Expected contribution of the representative**

The expected contribution of the representative will be evaluated according to the following three aspects:

* ability to attend all WG meetings (an average of 2 per year)
* capacity to share information to and from the WG – also in between meetings
* ability to active participate in WG activities (such as advocacy tours, commenting on reports, providing input to reports etc)

**4.2 Expected contribution of the organisation**

The expected contribution of the organisation will be evaluated according to the following four aspects:

* willingness to give priority to representative’s participation in all WG meetings
* willingness to provide support to representative’s participation in WG activities
* willingness to provide support to WG activities (such as the organisation of national meetings, distributing of WG report nationally, liaison with other EuroMed Rights’ member organisation in the same country etc.)
* willingness to share information with the WG

**5. Networking**

In order for the WG to function as a networking tool it is important that the networking capabilities of both the representative and the organization he/she represents are highlighted.

**5.1 Networking capability of the representative**

The networking capability of the representative will be evaluated according to the following two aspects:

* membership in other relevant networks/social movements/ grass root initiatives
* ability to provide links to activities dealing with the same thematic as the WG

**5.2 Networking capability of the organisation**

The networking capability of the organisation will be evaluated according to the following two aspects:

* membership of other relevant networks
* ability to provide links to activities dealing with the same thematic as the WG

**6. Knowledge of Euromed rights Working Languages**

As communication between members is key/essential to developing the work of the WGs, the representative’s ability to work efficiently in several of EuroMed Rights’ working languages (English, French and Arabic) is important and will be weighted accordingly.

**7. Application submission**

Submission of a full and timely (i.e. before 1 October 2015) application, which will allow for a thorough selection process according to the criteria, will be weighted as it is important for ensuring the good composition of the Working Group.